

PERSONAL EXPLANATION

HON. NEIL ABERCROMBIE

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. ABERCROMBIE. Madam Speaker, I regret that I was unavoidably detained and missed rollcall vote No. 788 and vote No. 790. Had I been present, I would have voted "yea" on both.

**LILLY LEDBETTER FAIR PAY ACT
OF 2007**

SPEECH OF

HON. NANCY E. BOYDA

OF KANSAS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, July 31, 2007

Mrs. BOYDA of Kansas. Madam Speaker, on May 29th, 2007, the Supreme Court ruled on *Ledbetter vs. Goodyear*. Lilly Ledbetter was a 19-year employee of the Goodyear Tire Plant in Gadsden, AL. After discovering a substantive wage gap between herself and her seemingly equal, male co-workers, Ledbetter filed suit claiming gender wage discrimination. While Ledbetter won the case in a Federal court, Goodyear appealed and the case made it to the Supreme Court. In a thin margin, 5–4, the Supreme Court decided that Ledbetter had missed her legal window. Under Title VII of the Civil Rights Act of 1964, employees have 180 days after an alleged act of discrimination takes place to file a complaint. While this 180-day deadline has commonly been interpreted to start over with each additional paycheck, the Supreme Court limited this right and claimed that only the first paycheck counts as the act of discrimination.

Justice Ruth Bader Ginsburg was one of the four Supreme Court justices who disagreed with the ruling, and she called upon Congress to act. H.R. 2831, the Lilly Ledbetter Fair Pay Act is Congress's response. This bill will reverse this Supreme Court decision by making the original Congressional intent clear—renewing the 180-day deadline every time a worker receives a discriminatory paycheck. This strengthens measures to ensure paycheck fairness and to address unfair wage gaps through legal measures, as well as strengthening the rights of employees.

This ruling is in blatant disregard of how the average employment environment functions. It means that unless employees discover a potentially discriminatory action within the first 180 days of their first paycheck, or last pay change, they have no legal ground to challenge it. This ruling was made with the assumption that new employees enter their workplace with a clear knowledge of what their coworkers earn and that more established employees already know the wages of their co-workers. This is not the case. Many employees do not feel comfortable talking about their wages in the workplace, or disputing their wages too soon after beginning a new job. Moreover, many workplaces discourage their employees from discussing their wages at all. Yet, if employees do discover that they have been discriminated against, and it's past the 180-day deadline, employers have legal immunity.

While I respect the Supreme Court, I believe that Justice Ginsburg was correct when she stated that the Court's decision ignored real-world employment practices. This is not a gender issue; all employees should have an equal chance of getting a just wage.

I believe that Congress must find a way to fix the problem that the Ledbetter decision poses for employees who have experienced discrimination. However, I do not believe that this bill was the best way to accomplish that. By not establishing any deadlines after the initial hire date, Congress has now gone too far; similar to the Supreme Court decision, they have ignored the realities of the average employment environment. I agree that employees need more time than 180 days, but I also believe that employers need to be afforded some timeline as well. I hope to work with both women's organizations and businesses to find an equal balance—we owe both sides that degree of security about what our anti-discrimination laws mean.

**TRIBUTE TO RUSSELL J.
SALVATORE****HON. BRIAN HIGGINS**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. HIGGINS. Madam Speaker, I rise today to honor Russell "Russ" J. Salvatore for his lifelong dedication to service and hospitality in western New York. As owner of Salvatore's Italian Gardens of Buffalo, NY, for the past 40 years, Russ built a restaurant that has become one of western New York's most famous culinary treasures.

Originally owned by his father Joseph Salvatore, Salvatore's Restaurant was first located on East Delavan Avenue and Harriet Street on Buffalo's East Side. In 1967, Salvatore's Restaurant was passed down to Russ and his brother, but it was not long before Russ pursued his own endeavors and opened "Salvatore's Italian Gardens" on Transit Road. Thanks to Russ's selfless devotion and passion to serve the public, he converted what was once a small pizza and hot dog stand into an internationally praised fine-dining landmark.

Russ's dream of running the largest fine dining restaurant in Buffalo became reality through his commitment and hard work. Today, Salvatore's Italian Gardens is one of the biggest, most impressive restaurants in the entire country. A perfectionist, Russ never tired from the day-to-day operations of his business but embraced and enjoyed every moment.

Under Russ's direction, Salvatore's Italian Gardens has been recognized with endless awards that confirm Salvatore's excellence in fine dining, banquets, and culinary expertise. The Triple A 3–Diamond Award, and the Millennium International Award of Excellence, named the restaurant as one of America's top 100 restaurants of the 20th century.

Even after signing over his restaurant to his son, Joe, in 2004, Russ continued to run the place and interact enthusiastically with patrons. Now that his business has been completely turned over to Joe, Russ has decided to continue making significant contributions to the western New York community by building

a new school for Trocaire College—the Russell J. Salvatore School of Hospitality and Business. Through this school, Russ hopes to educate others about careers and opportunities in the hospitality industry.

Madam Speaker, thank you for this opportunity to stand before you and honor one of Western New York's finest entrepreneurs. Mr. Salvatore's lifelong accomplishments have truly enriched the life quality of Buffalo and western New York. Russ, you have created a truly remarkable legacy, and I wish you continued fulfillment in all of your future endeavors.

**PAYING TRIBUTE TO U.S. ARMY
SPECIALIST FOURTH CLASS
CHARLES E. BILBREY, JR.****HON. MAURICE D. HINCHEY**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

MR. HINCHEY. Madam Speaker, I rise today to remember a young but distinguished constituent, Charles E. Bilbrey, Jr. On July 27, 2007, Charles Jr. made the ultimate sacrifice in service to his country while deployed in Diyala Province, Iraq.

Charles Jr. was raised by his parents, Mr. and Mrs. Charles Bilbrey, Sr., in Owego, New York and enlisted in the Army one year before graduating from Owego Free Academy in 2005. He was known by his family and friends for his playful sense of humor and resolve to join the Army. Full of potential and determination, he quickly rose two ranks during his two years with the military. Those he served with knew him for his bravery in the face of grave danger and referred to him as "a soldier's soldier." It came as little surprise that he had volunteered for the risky mission that ultimately became his last.

While no words can express the immeasurable debt we owe Charles Jr. and his family, they have our deepest gratitude and respect. Without the dedicated members and families of our Nation's military, we would not have the benefit of the freedoms that are evident throughout our country and the world. While we mourn the loss of Charles Jr., we salute him for his selfless commitment, valor, and unwavering military service to this great nation. Madam Speaker, it is my honor to humbly thank U.S. Army Specialist Fourth Class Charles E. Bilbrey, Jr. for his dedication and service to his country. May his family and all those who knew him seek comfort in his memory. He has left an indelible mark on his friends, family and community that will never be forgotten.

**FENTRESS COUNTY VETERANS
PAY TRIBUTE TO FALLEN
BROTHERS AND SISTERS****HON. LINCOLN DAVIS**

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. LINCOLN DAVIS of Tennessee. Madam Speaker, it is one of my great honors as a Member of Congress to attend ceremonies that pay tribute to our gallant veterans and to assist them in anyway possible.